

Sustainability Policy

Earthly Gains is the trading name of Martin Gibson, sole trader. It operates according to the belief that successful companies need to actively manage issues to be sustainable. We define sustainability as follows:

- Sustainability is ensuring that everyone can achieve a high quality of life now and in the future - it means maintaining a fair society, working within sound financial frameworks and living within the resource limits of the natural environment.

The company adopts the ten principles of the [UN Global Compact](#).

For our business, this translates into:

Maintaining long term profit

- Treating employees, customers and other stakeholders fairly and with respect
- Ensuring that the environmental impact of our activities are minimised and encouraging other businesses and individuals to do the same.

Key aspects of our Sustainability Policy are enacted through our Environmental Policy, Health and Safety Policy and Equal Opportunities Policy. Specific objectives and performance indicators come from these other policies.

We will review our Sustainability Policy annually.

Martin Gibson
Managing Consultant
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